

Referee Administrator Roundtable Notes

26 March 2022

- Conduct Zoom Roundtables more frequently than annually
- How to best manage referee recruitment, retention, development and upgrade?
 - Recruitment:
 - ◆ Referee point systems for teams to qualify for playoffs
 - ◆ Use of priority on the registration wait-list
 - ◆ Experienced referees on the teams are part of the team formation
 - ◆ Teams need two referees to get uniforms
 - ◆ Coaches need to be active in recruiting their parent to officiate
 - ◆ Publish and communicate conditions and consequences of points system
 - ◆ Use preseason scrimmages to introduce new referees to the game
 - ◆ Board support is critical to the success of this approach
 - Retention:
 - ◆ Mentoring, mentoring, mentoring
 - ◆ Personal contact: phone calls are more effective than email
 - ◆ Referee party (with spouses)
 - ◆ Starbucks cards for spouses to thank them
 - ◆ Exploit the power of recruiting youth referees
 - ◆ Youths get volunteer credit for their schools for training and officiating
 - ◆ Zero tolerance for referee abuse. Deal firmly with problem parents. Have mentors visible at the fields.
 - ◆ Consider assigning seasoned referees to the 10U games to deal with new parents & coaches as well as mentor the new referees
 - Working with the Coaches as Stewards of the game
 - ◆ Work with Coach Administrator to communicate expectations
 - ◆ Participate in the coach meeting working together with Coach Administrator

- ◆ Encourage the Referees to caucus with the Coaches at half-time and after the game
 - ◆ Invite the Coaches to the Referee events/parties
- How to develop the Referee Administrator staff (Instructors, Assessors, etc)?
 - Organization of the Referee staff:
 - ◆ Administrator and assistants
 - ◆ Director of Instruction and assistants
 - ◆ Director of Assessment and assistants
 - ◆ Director of Mentoring
 - ◆ Director of Women Referees
 - ◆ Director of Youth Referees
 - ◆ Referee Scheduler
 - ◆ Referee Gear
 - Titles can make people skittish about agreeing to administrative roles
 - Provide the mentoring to make folks successful
 - Appeal to folks interests in sharing the administrative workload
 - Reward participation by handing out gear
 - Recognition programs: Referee Bucks, Referee Miles (good for gear)
- Youth referees programs:
 - Offer scholarships to youth officials
 - Encourage them to bring friends
 - Encourage parents / kids to referee together
 - Enlist the seasoned players to officiate and, in time, instruct in youth courses
 - Start as Assistant Referee working with seasoned Referees
- How to keep up with systems changes?
 - Too complicated and always changing
 - Need volunteer data in usable format
 - Evolving legal requirements for volunteers in youth sports
 - Priority for new volunteers:
 - ◆ Register in Stack Sports is the priority (enables everything else)
 - ◆ Add them for Referee training (fun stuff first)
 - ◆ SafeHaven
 - ◆ Regional Referee (in-person or online)

- ◆ Manage additional requirements as follow-up:
 - ◆ Background check
 - ◆ Concussion Awareness
 - ◆ Sudden Cardiac Arrest
 - ◆ SafeSport
 - ◆ LiveScan (as they approach the time requirement for 35 hours)
- Continue to press for system reports that support our roles as administrator & instructors

Thank you for attending. Please contact us with any follow-up questions or ideas.

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